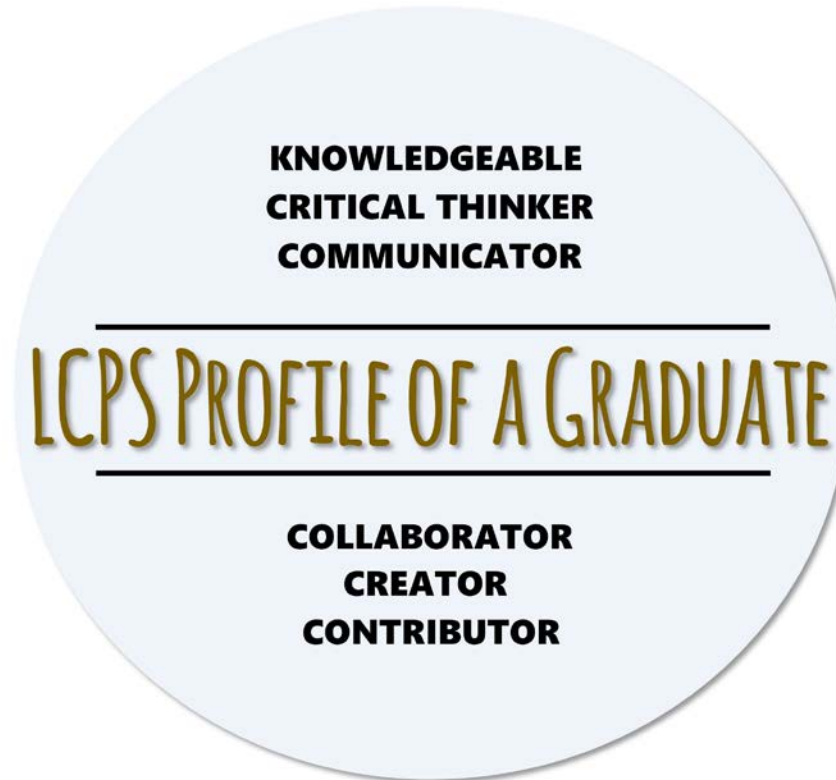
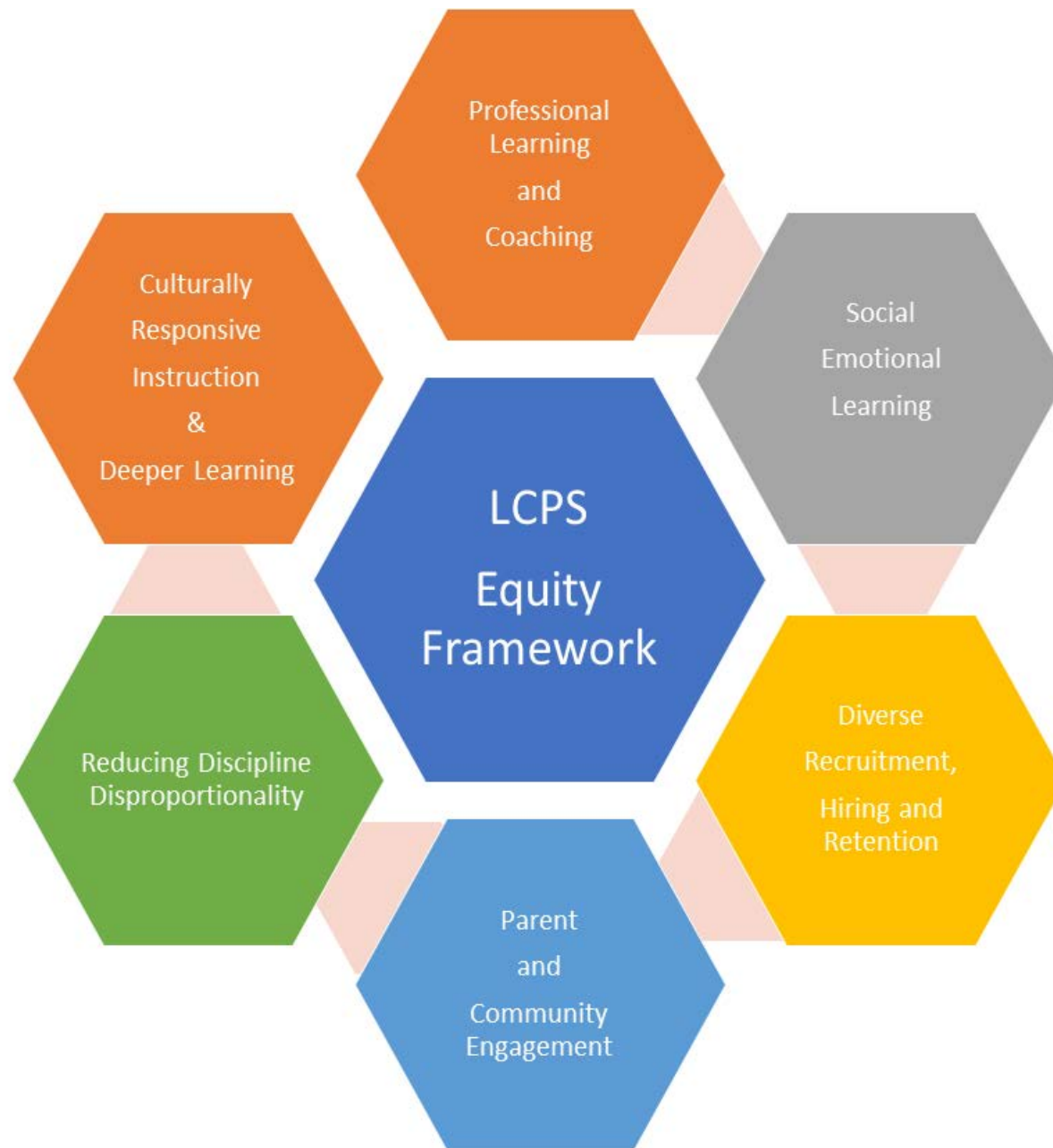


DRAFT LCPS Comprehensive Equity Plan Road Map

Mission: Empowering all students to make meaningful contributions to the world.





DRAFT LCPS Comprehensive Equity Plan Road Map

Desired Outcomes: Build upon existing LCPS Strategic Goals and infuse stronger equitable practices into our work across the school system to:

- Create a culturally-responsive school division, meeting the needs of every learner
- Design an emotionally-safe, identify-affirming learning space for every child and adult
- Build a diverse employee workforce that is focused on ensuring every student meets with success
- Develop and utilize an Equity Lead Network for the professional learning and support of Equity Leads in leveraging equitable outcomes across the school division

Recommendations Key:

Select Committee on Equity Recommendations (shown in red): This committee, initially named the Ad Hoc Committee on Equity, was formed in April 2019, with an original task of submitting recommendations for equity-focused solutions to the School Board by December 2019. The committee submitted 21 in December 2019, and the committee's mission has been extended to continue with an indefinite end date. The committee's priority is Creating a Culturally Responsive School System. The committee is composed of members representing various community organizations to include the following:

- Minority Student Achievement Advisory Committee (MSAAC)
- Special Education Advisory Committee (SEAC)
- All Dulles Area Muslim Society (ADAMS)
- Jewish Community Relations Council of Greater Washington (JCRC)
- National Association for the Advancement of Colored People (NAACP)
- Starting Towards Excellence in Preschool (STEP)
- Loudoun County Public Schools (LCPS)

Systemic Equity Assessment Recommendations (shown in purple): A division-wide equity assessment was commissioned by the Superintendent in the spring of 2019. The purpose of the assessment was to identify key areas of strength and areas for improvement and further development regarding equitable practices in LCPS.

DRAFT LCPS Comprehensive Equity Plan Road Map

Strategic Goals	Current LCPS Programming	Potential Action Steps	Potential Goals / Outcomes
Goal 1: <i>Develop knowledgeable critical thinkers, communicators, collaborators, creators, and contributors.</i>	<ul style="list-style-type: none"> • Deeper Learning • Project-Based Learning (PBL) • Performance-Based Assessments (PBA) • Personalized Learning (PL) • Professional Learning Communities (PLCs) • Data Supporting Student Success • Technology-enabled 	<p>Associated Recommendations:</p> <ul style="list-style-type: none"> • Systemic Equity Assessment: Establish a cultural responsiveness framework to inform curricular and instructional efforts across the division. (p. 20) • Establish culturally responsive framework to inform curricular and instructional efforts across the division <p>Potential action steps:</p> <ul style="list-style-type: none"> • Increase the use of culturally responsive instruction and curriculum through the adoption of a Culturally Responsive Teaching Framework (CRTF) and Professional Learning on CRTF <ul style="list-style-type: none"> ◦ Develop a cross-departmental team to support the integration of the CRTF and Deeper Learning • Develop/Utilize a coaching structure/network to support the use and implementation of CRTF on sites • Empower and utilize Equity Leads to provide support in Professional Learning Community (PLC) structures to assure CRTF and racial literacy 	<ul style="list-style-type: none"> • Decrease disproportionate reading proficiency scores measured by SOL for Black and Latinx students • Increase course enrollment for underrepresented populations, including Black and Latinx students for Honors, Advanced Placement (AP), and Dual Enrollment, (DE) • Decrease disproportionate enrollment rate for underrepresented populations, including Black and Latinx students in Honors, AP and DE courses • Increase PROPEL and Level-Up programming at non-title I schools

Strategic Goals	Current LCPS Programming	Potential Action Steps	Potential Goals / Outcomes
		<p>Associated Recommendation:</p> <p>Select Committee on Equity: Ensure that the screening and/or referral and identification of students for Gifted Education, Advanced Placement, Dual Enrollment, Honors and the Academies of Loudoun is more equitable within LCPS for students who have been historically marginalized.-Ad Hoc via MSAAC</p> <p>Potential action step based on course enrollment data, data conversations with high school leaders and division-wide data from research office:</p> <ul style="list-style-type: none"> • Identify access points to increase rigorous academic opportunities (Advanced Placement, Honors, Dual Enrollment) for Black and Latinx students. • Utilize academic support systems for Black and Latinx students 	

Strategic Goals	Current LCPS Programming	Potential Action Steps	Potential Goals / Outcomes
<p>Goal 2:</p> <p><i>Recruitment and retention of a high performing, diverse workforce</i></p>	<ul style="list-style-type: none"> Recruitment Hiring Onboarding Supporting Retention 	<p>Associated recommendation:</p> <ul style="list-style-type: none"> Systemic Equity Assessment recommendation: Develop and socialize a shared understanding of the meaning of diversity, equity, and inclusion among educators. (p. 20) Select Committee on Equity Common Language for Diversity, Equity, and Inclusion. <p>Potential action steps:</p> <ul style="list-style-type: none"> Develop and utilize a needs assessment for each site/department to determine the level of racial literacy and awareness Utilize DEI training modules to support the development of racial literacy and awareness <p>Associated recommendation:</p> <ul style="list-style-type: none"> Systemic Equity Assessment recommendation: Review current efforts and further establish short- and long-range action plans to address challenges related to hiring for diversity, equity, and inclusion. (p. 4 and p. 20) 	<ul style="list-style-type: none"> Increased intentionality in the recruitment of a diverse workforce including robust recruitment of staff of color, partnerships with HBCUs and messaging designed to target a wide audience Develop and refine systems to recruit and retain culturally responsive staff with a deeper understanding of diversity, equity, and inclusion

Strategic Goals	Current LCPS Programming	Potential Action Steps	Potential Goals / Outcomes
		<ul style="list-style-type: none"> Select Committee on Equity Establish and implement hiring practices that allow for all candidates to be fairly considered for licensed and classified positions; remove opportunities for preferential treatment and circumventing the candidate identification and selection process. <p>Potential action step:</p> <ul style="list-style-type: none"> Create a system/network of support for staff of color, specifically Black and Latinx staff 	
<p>Goal 3:</p> <p><i>Deliver effective and efficient support for student success.</i></p>	<ul style="list-style-type: none"> Student voice & choice Student Agency Data to Support Student Success Safe and Supportive Environments Second Step (Phase 1: 33 schools implementing Social Emotional Learning (SEL)) 	<p>Associated Recommendations:</p> <ul style="list-style-type: none"> Systemic Equity Assessment recommendation: Create a clear discipline policy that works to address necessary changes in discipline practices across the division with input from school-based student groups to include student voice. Select Committee on Equity recommendation: Equitable discipline policy and procedures revisions and amendments: To improve school discipline policies to eliminate discipline disproportionality. Review and 	<ul style="list-style-type: none"> Decrease suspension and referral rates for Black and Latinx students Create identify-affirming and supportive schools by eliminating hate-based incidents related to race, gender, and identity Use climate survey data to measure the impact of affinity groups that may exist in the school Student Survey: Measure students' perceptions of positive change in their school learning environment from division-wide Diversity, Equity, Inclusion (DEI) efforts

Strategic Goals	Current LCPS Programming	Potential Action Steps	Potential Goals / Outcomes
		<p>design policies that remove all discriminatory practices, remove or reduce exclusionary practices and account for the use of positive proactive behavior support practices. Ensure that all stakeholders are aware of given policies for desired improvements to be effective</p> <p>Potential action steps:</p> <ul style="list-style-type: none"> • Create a network of schools focused on addressing the disproportionate discipline rates <p>Associated Recommendations:</p> <ul style="list-style-type: none"> • Systemic Equity Assessment recommendation: Create a framework to assist schools with the establishment of student affinity groups at all levels to support the social and cultural identities of students of color. • Develop and utilize an Equity Lead network for the professional learning and support of Equity Leads • Create and utilize student affinity teams/groups across the system to drive / support the equity learning on sites. 	